

103^D CONGRESS
2^D SESSION

H. R. 4440

To provide for performance accountability in the government of the District of Columbia.

IN THE HOUSE OF REPRESENTATIVES

MAY 17, 1994

Mr. McDADE introduced the following bill; which was referred to the Committee on the District of Columbia

A BILL

To provide for performance accountability in the government of the District of Columbia.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “District of Columbia
5 Performance Accountability Act”.

6 **SEC. 2. PERFORMANCE ACCOUNTABILITY PLAN.**

7 (a) SUBMISSION OF REPORT.—Not later than March
8 1, 1995, and not later than March 1 of each year there-
9 after, the District of Columbia shall develop and submit
10 to the Committee on the District of Columbia of the House

1 of Representatives, the Senate Committee on Govern-
2 mental Affairs, the House Appropriations Subcommittee
3 on the District of Columbia, and the Senate Appropria-
4 tions Subcommittee on the District of Columbia, a Per-
5 formance Accountability Plan covering all departments,
6 agencies, and programs of the government of the District
7 of Columbia.

8 (b) CONTENTS OF PLAN.—Such plan shall state
9 measurable, objective performance goals for all significant
10 activities of the government of the District of Columbia,
11 including activities funded in whole or in part by the Dis-
12 trict but performed in whole or in part by some other pub-
13 lic or private entity.

14 (c) PERFORMANCE MEASURES.—For each activity
15 covered by such plan, there shall be one or more measures
16 of performance, covering both quantity and quality. The
17 performance measures may relate to program outputs and
18 activity levels, but should also include measures of pro-
19 gram outcomes and results.

20 (d) GOALS.—For each measure of performance there
21 shall be stated two goals, one shall be designated as an
22 acceptable level of performance, and the other shall be des-
23 ignated as a superior level of performance. The plan shall
24 also state the name, position, and immediate supervisor
25 or superior of the District of Columbia management em-

1 ployee most directly responsible for the achievement of
2 each performance measure goal.

3 **SEC. 3. PERFORMANCE ACCOUNTABILITY REPORT.**

4 (a) SUBMISSION OF REPORT.—Not later than March
5 1, 1996, and not later than March 1 of each year there-
6 after, the District of Columbia shall develop and submit
7 to the House Committee on the District of Columbia, the
8 Senate Committee on Governmental Affairs, the House
9 Appropriations Subcommittee on the District of Columbia,
10 and the Senate Appropriations Subcommittee on the Dis-
11 trict of Columbia, a Performance Accountability Report
12 covering all departments, agencies, and programs of the
13 government of the District of Columbia.

14 (b) CONTENTS OF REPORT.—Such report shall, for
15 each performance measure stated in the previous fiscal
16 year's Performance Accountability Plan, indicate the ac-
17 tual level of performance achieved compared to the stated
18 goal for an acceptable level of performance and the goal
19 for a superior level of performance. The report shall also
20 state the name, position, and the immediate supervisor or
21 superior of the District of Columbia management em-
22 ployee most directly responsible for the achievement of
23 each performance measure goal.

1 **SEC. 4. PERSONAL ACCOUNTABILITY.**

2 (a) PERSONAL ACCOUNTABILITY.—Notwithstanding
3 any other provision of law, any District of Columbia man-
4 agement employee who is designated in a Performance Ac-
5 countability Report as being directly responsible for the
6 achievement of one or more performance measurement
7 goals—

8 (1) the majority of whose goals in such report
9 do not achieve a designation of at least an accept-
10 able level of performance, shall be either removed
11 from employment by the District of Columbia or de-
12 moted to a nonmanagerial position;

13 (2) all of whose goals in such report do not
14 achieve a designation of at least an acceptable level
15 of performance, shall not receive any increase in pay
16 for the subsequent year, including but not limited to
17 merit increases, cost-of-living adjustments, and pro-
18 motions; and

19 (3) the majority of whose goals in such report
20 do not achieve a designation of at least a superior
21 level of performance, shall not receive a promotion
22 or performance bonus during the subsequent year.

23 (b) ADDITIONAL PERFORMANCE STANDARDS.—Not-
24 withstanding the minimum performance standards speci-
25 fied in subsection (a), additional limitations and regula-

1 tions may be applied to such promotions, performance
2 bonuses, and increases in pay.

3 **SEC. 5. DEVELOPMENT OF PLANS AND REPORTS.**

4 (a) CONSULTATION WITH GAO.—The District of Co-
5 lumbia shall develop, the Performance Accountability
6 Plans that are submitted by March 1, 1995, and March
7 1, 1996, in consultation with the General Accounting Of-
8 fice and the Office of Management and Budget.

9 (b) CONFORMING REGULATIONS.—The District of
10 Columbia shall, in consultation with the Office of Person-
11 nel Management and the General Accounting Office, and
12 subject to the approval of the Office of Management and
13 Budget, amend its management and personnel laws and
14 regulations to be in conformance with the provisions of
15 this Act.

16 (c) AUDIT.—The General Accounting Office shall
17 conduct a thorough audit of the Performance Accountabil-
18 ity Reports of the District of Columbia that are submitted
19 by March 1, 1996, and March 1, 1997, including an audit
20 of the District's compliance with section 4 of this Act.

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